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ABSTRACT

This report provides information from a project that surveyed new and emerging, technical, and nontraditional occupations in Kentucky. The information is intended for use by those developing and conducting programs to serve displaced homemakers. First, a definition of new and emerging occupations in Kentucky is provided. Next, survey information from project directors, Department of Employment Services representatives, and various government offices is presented that identifies new and emerging occupations. The next section contains the verbatim dialogue from interviews with a machinist and a welder who offer insight into women's perceptions of their roles in new and emerging and nontraditional occupations. The report concludes with some information on projected job trends from various sources. A brief resource list is attached. (YLB)

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NEW AND EMERGING OCCUPATIONS IN EXISTENCE IN KENTUCKY

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Homemaker ReEntry Center

Northern Kentucky University

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June 30, 1987

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NEW AND EMERGING OCCUPATIONS IN KENTUCKY

HOMEMAKER ReENTRY CENTER

NORTHERN KENTUCKY UNIVERSITY

I PROJECT DESCRIPTION

The goal of the project was to identify new and emerging occupations in the State of Kentucky. This information is extremely pertinent to the displaced homemakers that are served by the Homemaker ReEntry Center at Northern Kentucky University. The primary goal of the Center is to provide training and assistance to all participants as they seek gainful employment. In an effort to better serve this population there is a need to identify not only new and emerging occupations, but also technical and non-traditional occupations. Further, this information would be helpful to other centers across the state as project directors plan new training programs to meet labor market demands.

II PROJECT OBJECTIVES

To create a survey which could be utilized in different geographical areas across the state to determine new and emerging occupations, technical occupations, and non-traditional occupations in existence

To assist project directors from single parent/homemaker centers across the state in conducting this survey in their areas.

To collect data and create a report conveying survey results.

To disseminate the report to single parent/homemaker center project directors.

MODIFICATION OF OBJECTIVES

Objective One: Two surveys were utilized in an effort to glean more information concerning new and emerging occupations.

Objective Two: The surveys were forwarded from our office which created less work for other project directors.

These changes were reported through quarterly reports.

III DEFINITION OF NEW AND EMERGING OCCUPATIONS IN THE STATE OF KENTUCKY

When defining this report topic, "new and emerging occupations in the State of Kentucky," one immediately assumes that these would be occupations that have not been in existence before in this state. When the initial search began, it was found that most state publications did not list occupations that were classified as new and emerging. Further, the feedback received from two surveys which were distributed around the state to people in training centers such as the Homemaker ReEntry Center and field managers of the Department of Employment Services found few occupations that could be considered new and emerging. We therefore determined that we needed to broaden our definition in an effort to further investigate this topic.

For the purpose of this report, it was determined that our definition of "new and emerging occupations in the State of Kentucky" would include occupations that are being offered on a first time basis and also those occupations that are non-traditional for women. Women have not pursued careers in the past that were basically held by men. With better methods for increasing women's awareness, they may acquire these careers which will make them "new and emerging" for women.

In this report we will address occupational segregation, social factors that affect young women's career choices, and problems women face should they choose non-traditional careers. This section will provide an overview prior to the presentation of information concerning new and emerging occupations. The new and emerging occupational information will be presented through survey information, interviews with women in non-traditional careers, and government labor projections.

Ehrhart & Sandler (1987) provided an excellent report, looking for More Than a Few Good Women in Traditionally Male Fields, through the Project on the Status and Education of Women. Their findings have been summarized in an effort to give the reader a better understanding of women's role in non-traditional careers.

Occupational Segregation is a description of the U.S. work force which consists of predominantly male and predominantly female occupations. They also maintained that women make up the "pink-collar ghetto" which is comprised of clerical, retail sales, and service jobs. The occupations are described as low-status and low paying. The National Commission on Working Women also supported the premise of occupational segregation and stressed that 77% of women workers are in "female" occupations which represent the lowest paying jobs. The pink-collar ghetto provides a "dead-end" of sorts for women as they experience low wages, little or no wage increases, and limited opportunities to pursue other career training. Ultimately an injustice occurs as women are prohibited from using their talents and reaching their full potentials.

Also provided in the report is some thorough information concerning academic and social environments in which young women make decisions concerning their future careers. The factors influencing young women at home and in school may explain why they frequently disregard traditionally male occupations. The six factors which would influence non-traditional goal-setting include socialization, curriculum materials, participation and achievement, sex-role stereotyping, peer pressure and role models. Through these "critical filters" (p.3) young women's career decisions are formed. Parents and educators must also be made aware of the subtle ways that young women are guided to traditional careers for women.

Should women choose a non-traditional career they immediately face a lack of encouragement and possibly will receive fewer rewards. Often women who have attained non-traditional employment are limited by little opportunity for advancement, token status, discriminatory employment practices, and unequal pay (p. 1). Other factors to consider include the pressures that women feel to succeed because they are in the minority. They also may experience loneliness as the only female worker on many job sites. Further these authors feel that the "old boy" network may present one of the greatest obstacles to women in non-traditional careers.

Women are encouraged to pursue non-traditional occupations due to more challenge, higher salaries, and better benefits. We believe that through vocational education more women are learning about the benefits of becoming employed in non-traditional careers. Through aptitude testing they many also become aware that they possess the necessary skills and abilities to competently perform the required duties of non-traditional careers. It is our goal to provide information concerning new and emerging/non-traditional careers in the State of Kentucky. We feel that by broadening our definition and focusing on careers that have been available for some time, but have not been pursued by women, we may provide a more thorough report which will be helpful to vocational educators across the state.

IV NEW AND EMERGING/NON-TRADITIONAL OCCUPATIONS IN THE STATE OF KENTUCKY

SURVEY INFORMATION

After a thorough review of government documents, surveys from project directors and Department of Employment Services representatives, and information gathered from phone calls to various government offices (Department of Commerce, etc) it was discovered that there are few new and emerging occupations in the State of Kentucky. The Field Managers from The Department of Employment Services were extremely helpful and from the 28 offices surveyed, fourteen responded. Of the 14 responses, three returned information concerning new and emerging occupations. We have determined that some of the cited occupations were actually non-traditional. (The results of these surveys are attached.)

SURVEY INFORMATION I

In April, we surveyed 28 Field Managers from the Department of Employment Services. Fourteen surveys were returned to our office. The following responses were given to our survey questions.

1. Have you had any placements in careers that you considered new and emerging (including technical and non-traditional)?

    1. Deep Mining
    2. Utility Line Maintenance
    3. Security Professions
    4. Men accepting fast food and retail jobs
    5. Growth in occupations directly connected with computers and other electronic equipment
    6. Word Processing
    7. Hazardous Waste Plant Works
    8. Drafting by Computer

*See letters which immediately follow.

CABINET FOR HUMAN RESOURCES
COMMONWEALTH OF KENTUCKY

DEPARTMENT FOR EMPLOYMENT SERVICES
1905 Cumberland Avenue
Middlesboro, KY 40965

April 30, 1987

Ms. Angela L. Taylor
Northern Kentucky University
Highland Heights, Kentucky 41076

Dear Ms. Taylor:

In response to your inquiry regarding technical and non-traditional jobs, I offer the following information.

1. A few women have been placed in non-traditional jobs such as deep mining, utility line maintenance and security professions. We are also seeing an emergence of men willing to accept fast food and retail jobs due to the decline in the number of jobs in mining.

2. Most of these people have little, if any, formal training. Employers seem to prefer to do their own OJT.

If I can be of further assistance, please advise.

Sincerely yours,

Jennifer Jones

Jennifer Jones
Field Office Manager

JJ:kgd

JOB SERVICE

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CABINET FOR HUMAN RESOURCES
COMMONWEALTH OF KENTUCKY

DEPARTMENT FOR EMPLOYMENT SERVICES
600 West Cedar Street
Louisville, Kentucky 40202-2396

April 28, 1987

Ms. Angela L. Taylor
Northern Kentucky University
Homemaker Re-Entry Center
Highland Heights, Kentucky 41076

Dear Ms. Taylor:

As per your request, I have surveyed our records to attempt to determine the availability of careers that may be considered new or emerging, and those that may be considered non-traditional. The following are my findings and conjectures.

Since the economy of Louisville has become primarily service-based, we are seeing very few new or emerging career opportunities in the area. The food service and retail sales industries continue to dominate our market.

We have seen some growth in those occupations directly connected with computers and other electronic equipment. This is due in part to the increase in sales of personal computers, VCR's, etc., and the resulting need for individuals to perform service and repair on these items. There is also a fairly steady demand for computer operators, programmers, and systems analysts.

However, I am seeing an increased sophistication in existing occupations. Clerical occupations such as typists, bookkeepers and accounting clerks are using more word processors and personal computers. Computer assisted drafting is also catching on. I believe we will continue to see a steady spread of computerization throughout the workplace, including professional occupations.

Requirements for these occupations vary widely. At minimum, familiarity with the equipment is required. While four-year degrees are occasionally required, generally the maximum is an associate degree and experience or training.

As for non-traditional careers, I have even less information. The construction industry offers some non-traditional careers, but not many. Perhaps the Creative Employment Program could help on this. They are located at the YWCA, 608 South 3rd Street, Louisville, Ky. 40202.

Sincerely,

LaVerne Hollan, Field Office Manager

By: Paul Keibler, Job Bank Supervisor

LH/PK:eh

JOB SERVICE

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STATEMENT CONCERNING NEW AND EMERGING OCCUPATIONS

FROM THE HENDERSON DEPARTMENT OF EMPLOYMENT SERVICES

In dealing with new and emerging occupations in our state, Chemical Waste and plants established as recovery plants seem to be a new era our future will be facing very shortly.

We presently have a recovery plant here in our area that will remove PCB Chemical and then incinerate this hazardous chemical in another area. These jobs are new in the area but not emerging as the Henderson Plant will be the only recovery plant throughout the nation for this particular operation to handle the PCB's (it will be an operation whereas the employees from this area will travel the U.S. to tranformer sites requiring the removal operation). The company employed Chemical Plant Operators, Maintenance Technicians, Retrofill Technicians and Truck Drivers. To prepare for jobs with the company, all newly hired employees are required to go through a vigorous training program on safety, policies, procedures, use of all protection equipment, extensive training in containment and cleanup in respect to spills and/or leaks, (most of in-house training is continuous programs after hired). Also, it is important for some of the employers to learn chemistry, new skills-such as use of compute terminals, etc.

As you can read, hazardous waste plants require people who can be trained in all areas of a safe plant operation. Highly skilled and technical employees are needed; a certain amount of physical as well as mental dexterity are necessary in order for applicant to perform the job. Verbal and written communication is a quality needed in employees that is a must. The employee has to be alert and on the ball enough to recognize unusual conditions, able to reason the cause, and use good judgement to resolve problems. I feel hazardous waste plants in handling chemicals is something we will see established in the very near future which may become new and emerging careers?

Brenda Stone
Employment and Training Program Supervisor
Henderson Department of Employment Services
Henderson, KY.

SURVEY INFORMATION II

Project Directors across the state were surveyed at the Professional Development Conference which was held in Lousiville in February. Nineteen surveys were collected at the conference and the following information was provided in answer to our survey questions.

1. Have you had any placements in careers that you considered new and emerging (including technical and non-traditional)?

   Six surveys were returned with positive responses.

   Please list those careers.

   Jewelry Design/Production
   International Student Guide - Kentucky Governor's Committee on the Status of Women
   Minister
   Child Care
   Data Processing
   Nanny
   Nursing
   Owner - Day Care Center
   Linotype or printsetter in a design print shop

2. What type of training did your students have to prepare them for this career placement?

   WHC/PCT
   Short-term stain glass training
   Small Business Administration
   First Semester JTPA Training Program - Nanny/Child Care
   On the Job Training
   Two year Nursing Program
   One Semester Occupational Skills Training

V INFORMATION INTERVIEW CONCERNING TOYOTA HIRING

TOYOTA - GEORGETOWN, KENTUCKY

According to Helen Flowers (Field Office Manager of the Department of Employment Services in Georgetown, Kentucky) the following occupations are in demand at Toyota.

PRODUCTION TYPES

Welders
Assemblers
Painters
Inspectors
Coder-Paint
Metal Finisher
Plastic Injection Molder

SKILLED AREAS

Welding Sheet Metal and Fabrication
Tool and Die
Electricity and Applications
Industrial Electronics
Plumbing
Pipe Fitting
Industrial Machines
Blue Print Reading
Heating
Air Conditioning and Refrigeration
Machine Tool Practice
Hydrolics
Pneumatics

Further, Ms. Flowers reported that state-of-the-art Robotic Equipment is being used in the field of welding and is possibly a new and emerging occupation as well as Computer Numerical Control Machinery. Also in great demand is word processing.

Although most of the occupations in demand at Toyota are not considered new and emerging, they are clearly non-traditional occupations for women. Also, as noted by Ms. Flowers, Toyota will provide special training for group leaders from these occupations in Japan. Therefore, how Toyota plans to utilize and train people in these occupations is yet to be determined. Our decision to include Toyota in our report was an effort to be on the cutting edge of new and emerging/non-traditional occupations in the State of Kentucky.

VI. NON-TRADITIONAL CAREERS

Since it was determined that new and emerging occupations also include non-traditional occupations, it was decided that it would be helpful to gain insight concerning women's perceptions of their roles in these occupations. Interviews were conducted with a machinist and a welder and the information was not only insightful, but extremely interesting.

INTERVIEW WITH A NON-TRADITIONAL WORKER

MACHINIST

(This is a verbatim dialogue. Q: Question; A: Answer)

Q: What does your job entail?

A: I'm a machinist. I run the lathe or the grinder or whatever I have to do to make a part for a jet engine.

Q: Can you tell me about your training?

A: Originally I started working in a small job shop and I picked up a few things here and there. Then I got layed off and I took up machine trades with CETA. This lasted seven months. Then I got hired at _____ _____ at their non-union shop. Then I continued to learn quite a bit. There is quite a bit to learn in a place like that, a lot of different jobs.

Q: How has the pay been?

A: When I started I was making $7.13 an hour. Now I make $11.84 an hour.

Q: How long have you been in this career?

A: I started at _____ _____ in 1980, almost seven years ago. This is the only place I have ever worked. I have worked in different areas at _____ _____ but this is still the only company I have worked for.

Q: Do you work with other women on the job?

A: No. I am the only women and I work with 23 men in this particular unit.

Q: How does that work out for you?

A: Well, I'm put on the roster like everybody else. In this particular unit there are certain parts we are responsible for and we have 24 machines assigned to our unit and on those machines there are certain types of parts that will fit.

Q: Do you run into any handicaps with equipment or anything else on the job?

A: Everything is made for a man a foot taller than I am. The machines that we use are forty or fifty years old. They have been there for a long time. Material handling is difficult. Most of the men can pick up the heavy parts. The parts that a man can't pick up are picked up by cranes and when one or two men can pick up the part, cranes are not available. I just have to make do or lift a part. This doesn't happen every day. Sometimes I get put on a job where a crane is available. Usually that is because the part cannot be lifted by a man. In other words it is such a big part that nobody can lift it. If you are talking a thirty or forty pound part, then it can be lifted. There might be a crane available. A crane won't work for every part so you have problems. So I end up spending a lot of time climbing all over my machine so I can get the job done.

Q: Do you feel that you receive equal treatment from the men on the job?

A: Yes.

Q: Is it the lack of equipment that causes you problems on the job?

A: To a point. Even though I have been at _____ _____ for seven years, every time I go into a new department, I have a different type of job to run and you have a bit of a training period with another worker who has already done the job. This lasts a week or two weeks maybe. Every time I have to start from square one educating that person that I do know how to run a machine and I am capable of using the gauges and that I know how to handle myself when running a part. They don't expect anything from me and they won't let me do it. When I go up on a machine with a new guy he immediately says now this is the planning and here is the part and I'll show you what to do. The first day I let them do that so I can see what they do and we have to see the motions and stuff. The second day I want to try it. They are not always ready to allow me to do it. I spent a week training with a man that would not let me turn the machine on and finally I told the boss that I was not going to learn a thing if I could not get my hands on the part.

Now do you want to know the curious thing about it? The older men are not the ones that give me the trouble. It s the younger guys.

Q: Why do you think that is?

A: I have no idea. I always thought it would be the opposite. But the guys in their twenties and thirties give me the hardest time. The old men are very willing to help me and if I say let me try it they are more than willing to stand back and let me do it. I've never had any trouble with them

Q: Have you had any accidents?

A: When I was in the non-union shop at _____ they were not as considerate of their safety equipment and machinery as the other places because the union was there. I did get hurt. The same machine got me twice. The belt sander broke off and cut my arm one time and then another time the table was broken and somebody had taken off the guard and I was using it and got myself caught between the table and the belt sander. It cut a part of my glove off but it just took a sixteenth inch of the flesh off and it was like a seriously bad burn. It did not tear away anything that did not grow back. Thank God.

Q: Can you tell me why you ended up with three sisters from a family that are in non-traditional careers?

A: I don't know. Other than mother was a real strong person who did a lot of things around the house. There was no definition of male and female roles in the house. Mom would go out and cut the grass and Daddy would come home and do the dishes. So there was no reason to believe that we could not do something just because it may not be lady-like.

There is one more thing I'd like to say about my job. A lot of women well, there are women who have come in and could have qualified for these jobs but they don't want the hassle. They don t want to be working with parts. They don't want this, they don t want that. When you can make seven dollars pushing a broom why get aggravated running a machine and put up with all of this aggravation. Seven dollars pushing a broom is probably double what they would have made anywhere else doing anything. It is, well I feel that women are in a very fragile state right now in ambition and it doesn t take very much to pull a lot of them down and it is unfortunate that they succumb to it because I think it is management's way of making sure they don t get in. In a round about sort of way it works very effectively.

Q: What does management do?

A: Well, like I said they do not make things easy for women to get in and stay in -- in the type of work I am doing right now. When they make sweeping a floor so attractive at seven or eight dollars an hour which is more money than a lot of women would be making in anything else. They are appealing to the woman's easy nature and do not want to make waves. I probably contribute to a lot of thinking, too, because I don't want to create waves either when things are not set for me. Like I don't have a lot of the conveniences men have, but I don t throw a big fit about it. I just try to work around it. They aren t going to run me off.

But by accepting the conditions as they are I am probably not helping the situation any. But then again, when you are only one woman in a unit of 24 and I have yet to work in any unit where there has been more than one woman. I have been the only woman. It's difficult to change things.

There is also something else I would like to say. Sometimes you go in and all the men are hanging around and they are discussing things that I have very little interest in and I just sit and read or have a cup of coffee. It's very lonely sometimes without other women on the job.

This person called to make a statement after the interview was over.

A. Direct Quote from Machinist::

When you asked about my sisters and I, why we are in non-traditional careers, none of us are, I mean if you were to meet us you would never believe that we have the jobs that we do. You wouldn't believe that we are welders or machinists. When I'm at work I have my steel toe shoes on and my blue jeans on and I have my t-shirt on or my shirt. My hands get dirty and my face gets dirty. But when I leave there it all washes off and I comb my hair and put my make-up on. None of us would be considered masculine. I'm just barely five-two. I have run machines where I had to get platforms and put them on top of other platforms. I have also run machines where people have looked over and seen the machine running but they couldn't see me. Because the whole machine is so enormous. It's not easy, but it's not the most difficult thing.

The difficult thing is wanting something and then suddenly being taken back. I wouldn't trade what I do, because what I do gives me the best of what I want. I look back and I spent years tending bars, working as a bookkeeper and secretary. But it never gave me what I really wanted. And if I had settled for that second best place, I don't think I would ever have been happy. I think some women do and it is a shame, because they never really are fulfilled and they never know why. It is unfortunate because a lot of good talent goes to waste. A guy asked me once why I did this or why I got into this and I told him that it really isn't much different than knitting a sweater or baking a cake. You know you have a certain amount of special ingredients that you put together. You have a certain formula or pattern or recipe you follow and you expect a certain product in return. You are doing all of these things in order or sequence. You have to adapt to this type of work. Women need a little more encouragement and I am not talking about a pat on the back. I'm talking about going to the tool crib to get your equipment and getting the right size gloves. I always have to wear men's gloves. Sometimes that really irks me because sometimes I don't know where the tip of the glove is because I can't feel it. It can get caught between the part and the fixture and here I am screwing this part down and I pull back and the glove is caught. I have to unscrew the part and get my glove out.

Also I would like to say that change will only happen through education. If I talk to you then maybe other women will learn how to take a risk. I think you are doing the right thing by interviewing people like me.

INTERVIEW WITH A NON-TRADITIONAL WORKER

WELDER

(This is a verbatim dialogue. Q: Question; A: Answer)

Q: How did you get your job?

A: I got it through JTPA. It was an opportunity to weld and get trained at the same time. They have a welding fabrication workshop. I told them I was interested and they signed me up for it. I interviewed and they selected me for training. Training will be over July 3, 1987, and we started November 10, last year. It lasts eight months.

Q: Are you an apprentice while you are training?

A: No. It is kind of hard to explain. They really don't give you an apprenticeship or a journeyman as if you were a machinist. With welding and fabrication you are really just a trainee until you learn enough about metals and how they go together. You learn how to use your welding machines and after you get that knowledge you go from the training and work for the company.

Q: So they help you with placement?

A: Right. I will be working for the company after the classroom time is over.

Q: Is your training done on the job?

A: Yes, I get six hours of pay. I work from 6:00 in the morning until noon and I get that pay. We are actually in the shop doing actual jobs for whomever they contract with. Then from 12:30 until 4:45 p.m. we are upstairs in the training center going through classes like metallurgy.

Q: What is the pay for the six hours?

A: We get $5.50 an hour.

Q: What do you expect to get when you finish training?

A: We will get a raise, but they are a non-union shop so I m thinking we will get a little over six and from there it just depends on your program training. If you are fast at it and you know what you are doing and you can get the job done without having to come back and redo it, this will be the basis of how much you will make.

Q: Do you think you will eventually go with a company that is union?

A: I'm not sure. I've thought about it, but I'm not real sure how it will go. There are union welders that I know of in Newark and New Jersey up that way that are getting $22.40 an hour. Since they did train me and they put a lot of time and effort into me I would like to give them some time and effort back -- before I would make any kind of move.

Q: How many women are in your class?

A: We originally had four women in the class and I am the last one. There were fifteen all together and we are down to six altogether.

Q: Do you have any resistance from your male co-workers?

A: We have had to work day shift and night shift. When we went on night shift there was one man that gave me a feeling, like well, made me uneasy in the shop. Since then he was injured on the job and he has been layed off for awhile because of an injury. But anyone else I haven't had any feelings like I didn't belong. The men have been very helpful in the shop. I have been very lucky.

Q: Have you encountered any accidents?

A: No.

Q: Are there any handicaps like the equipment you use?

A: The gloves are always too big and I have trouble with the helmet-mask we have to wear. My hair is long and I wear it in a pony tail and it is hard to get that situated in that helmet. I'm short and most of the tables are built up for taller people (man-size). I have a hard time maneuvering across the table.

Q: What recommendations would you have for other women if they wanted to go into this occupation?

A: Be prepared to work like a man. It is very hard, strenuous work. You have to have the patience for it and the state of mind because you are going to be dealing with men all day also. They are going to be men and they are not going to roll out a red carpet for you and hold doors open for you. Like if you are carrying something they will help you, but on the whole they are busy working too and you have to work like a man. You have to be used to working on your own. It is a great opportunity and it is very strenuous. It you have the endurance and you like creating and you like to build things then this is a great job. This has been quite a learning experience. I really haven't had any problems. My biggest problem has been that they had to transform a men's restroom into a women's restroom and it is all they way across the shop and I have to walk all the way across the shop to it and it still has a lot of the men's fixtures in it. This has been a great experience and I wouldn't have traded it for anything.

Q: I hear your baby crying. Do you have other children?

A: Yes, he is eleven months old. I also have a 2 year-old, a four year-old, and a six year-old.

Q: How have you done all of this with all of the responsibilities a families entail?

A: It hasn't been easy, but my husband has helped a great deal. We manage.

Closing statement from interviewer: Thank you for talking with me. I appreciate the information and your time.

VII PROJECTED JOB TRENDS

It is our understanding that this report may be utilized to determine new training programs in vocational education. Therefore, it is important that we also provide information concerning projected job trends. There were many helpful materials and a resource list has been included with this report.

According to Ronald Kutscher, associate commissioner for the U.S. Bureau of Labor Statistics, (The Cincinnati Enquirer/Sunday, May 3, 1986) 70% of future jobs will be in the service producing sector. The majority of these will be in just a few areas-businesses and health services. In the past quarter century four industries have absorbed most of the growth in jobs: Eating and Drinking Establishments, Retailing, Medical Services and Business Services. In the years to come, government job levels will be fairly stable, while manufacturing work will decline. Here are some of the areas this report stated will be marketable in the near future.

Computer Science
Health Care
Accounting
Languages
Mathematics
Science
Teaching

The World of Work, prepared by Technivision Inc. under contract for the US Department of Education, September 1984, predicted that by 1990 the overall job market will grow by 21 million new jobs. Forty percent of all jobs will be filled by women and about three fourths of adult women will work. Seventy-five percent of all of us including managers--will work in the information and service industries. These include sales and marketing, telecommunications, finance, medical care, transportation, food and leisure, and insurance. The Bureau of Labor Statistics estimates a need for 700,000 new secretaries by 1990. That makes it an occupational field with more current job openings than for computer operators, a field that will call for less than half that many new workers.

A look at fast-growing "sunrise" occupations, those that are on the increase, may give you some ideas about where the jobs will be by the end of the '80s. This list includes Nursing Aides and Orderlies, Janitors, Sextons, Retail Sales and Cashiers. That amounts to about 3,430,000 jobs out of the 21 million expected. Where are the rest of the new jobs? Experts agree that they will be created by new technologies such as:.

Industrial Robot Technician 800,000
Energy Techician 650,000
Industrial Laser Process Technician 600,000
Computer-Assisted Design & Manufacturing Technician 600,000
Housing Rehabilitation Technician 500,000
On-Line Engineering Medical Technician 400,000

VIII CONCLUSION

In conclusion, we have provided the most up-to-date and concise information possible concerning new and emerging occupations. We feel that the inclusion of non-traditional careers has increased the value of this report and provides a broader spectrum for project directors to consider as they make decisions concerning future training programs. As new industries move into the state, they will bring changes in our occupational projections. It is hoped that this employment information will provide a picture of what has been, and what will be, for both men and women in our state. With employment needs projected through 1990, we have a clear evidence of what we need to plan for in training Kentuckians for the labor market.

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